Assignment Considerations

- **<u>Professional Development</u>. As the career manager for FA50s and FA59s, I have to consider a number of factors (articulated below) as I assign officers throughout the Army. While preferences do matter (again, see below), as I see it, THE most important factor [as I attempt to place the right officer in the right job at the right time] is the professional development of my officers. In particular, are they getting the experience and training needed to progress in their career field and get promoted.**
- **<u>Preferences</u>. Preferences do matter. I am optimistic that most officers will be "satisfied" with their assignment but this will not be the case if they don't articulate their preferences.**

Assignment Consideration (Con't)

- **<u>Statute/policy Requirements</u>. Joint Domicile, Korea/ Kuwait Sequentials; High School Senior Extensions; Compassionate Reassignment; EFMP; BNR, etc.) will frequently trump preferences;**
- **<u>Required Qualifications</u>. Many commands articulate clear "qualifications" or "preferences" for particular billets (e.g., previous joint service; SAMS; Airborne; Masters degree; etc.) which will drive the assignment;**
- **<u>Joint Billets</u>. These are nominative (AO will submit two nominations to command to select); officers nominated must have previously served in a FA59 billet and not be at risk for promotion; given the need to get officers joint qualified (3A or 3L) officers will not, in practice, be nominated to serve back-to-back joint jobs;**

Assignment Consideration (Con't)

- **<u>Homesteading and Tour Equity</u>. Officers serving at one location who request to PCS to another job at that same location (i.e., homesteading) to "start their clock over" will have their preferences "considered" like everyone else's. However, for the most part these officers will NOT have a priority. However, if a billet is available and the only person interested is at that location, then there is no prohibition against the "reassignment" or extension of that officer there.**

  NOTE: All FA50 and FA59 billets are programmed as 36 month tours. While there are exceptions (for those needing to depart early or stay longer), they are far-and-few between and will be handled on a case-by-case basis.

- **<u>Overseas</u>. There is a need for tour equity… any officer has not been overseas in some time is vulnerable (preference or not);**

Assignment Consideration (Con't)

- **<u>Advanced Civil Schooling</u>. Officers must not be a promotion risk and must meet the Army's and the school's minimum standards (GPA and GRE/GMAT); Priority for ACS will be for those officers without a MA degree;**
- **<u>TWI and Fellowship Opportunities</u>. For FA59s the proponent (Army G-3) has reserved the right to board and select TWI and Fellowship participants;**
- **<u>Non-59 or 50 billets</u>. Assignment of officers to such billets is dependent upon a number of factors: 1) the Army's needs [NOTE: Given authorizations > population the greatest need is to have FA50 and FA59 officers serve in FA50 and FA59 billets]; 2) the officers career timing (e.g., are they "BQ" already); 3) the nature of the billet (i.e., is it "close" to a 50 or 59 billet); and 4) the officers objectives.**